



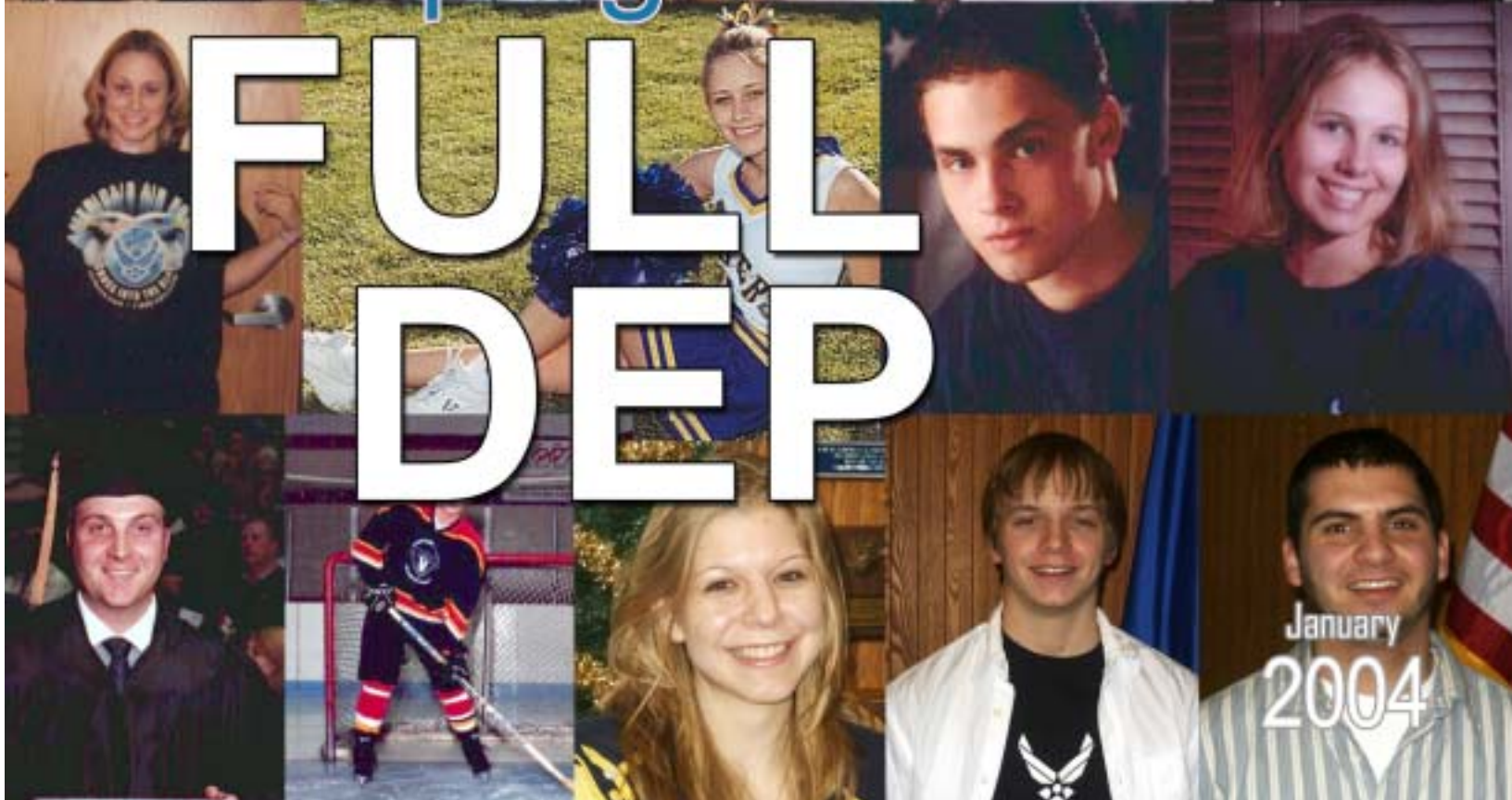
Recruiter

The Magazine of the Air Force Recruiting Professional



Keeping a

FULL DEP



January
2004



Make the DEP work for you



**Managing your DEP makes
the difference between
exceeding goal and
doubling your work just to
keep above water**

**By Staff Sgt. John Asselin
Air Force Recruiting Service**



We're coming upon the toughest recruiting season of the year and one basic tool will put you on track for goal — delayed entry program management.

"DEP management means making sure you keep the kids sold, prepare them for basic training and avoid cancellations," said Master Sgt. Colette Bousson, a command standardization and training manager at Headquarters Air Force Recruiting Service. "A recruiter with a solid DEP program doesn't have to work double hard to replace a can (cancellation)."

Reducing cancellations thorough DEP management has helped many excel in AFRS.

“I started out with two bad years of cancellations — eight my first year and seven my second,” said Master Sgt. Jay Ross, an enlisted accessions recruiter in Columbus, Ohio. “This year, the reduction in my cancellations through DEP management allowed me to win the gold badge.”

Another main payback from DEP management is perpetuation, according to Sergeant Ross.

“Maintaining your DEP will increase productivity — I do most of my work through perpetuation. If I have people in my DEP, that always leads to getting another person into the Air Force,” he said. “If you keep your DEP full of positive people, they will go out and bring you more positive people.”

“At one of our annuals we were told that if you got a DEP 30 or more deep and took good care of it, you will make goal from perpetuation,” said Master Sgt. Rodney McDaniel, the flight chief of the 345th Recruiting Squadron D Flight. “I strived for that and it works. I am a believer.”

Involvement is what keeps DEPPers interested until ship day, according to Sergeant Ross.

“When I first came out here, I was just doing the DEP commander’s calls each month,” he said. “Keeping them involved with more than one activity a month is the key.

“I have a lot of DEP activities like base tours and paintball outings. I also started a DEP

command — set up kind of like a squadron with a commander and a first sergeant. Everybody has a responsibility in the DEP — that makes them feel involved.”

Although DEP management is most involved at the recruiter level, it starts with the flight chief, Sergeant Bousson said.

“The flight chiefs should be heavily involved in DEP management and working with recruiters to ensure they have an effective program,” she said. “The emphasis comes from the flight chief — if the flight chief makes it a priority, it will be a priority for the recruiter.

“If the flight chief is not involved in DEP management, that flight is going to have a huge cancellation rate,” she said. “The higher that rate, the more bodies you have to keep producing to make goal.”

And flight chiefs who have experienced both sides of the fence agree.

“I am taking a lot of things that I learned from a successful DEP management program and passing it along to my recruiters,” Sergeant McDaniel said. “I get them to buy in on using the tools.

“DEP management happens in my flight — I want to be able to go to sleep the night before ship day and know everything is ok,” he added. “It’s important to take care of those boys and girls. If you work for them, they will work for you.”





Juggling your DEP

Take time to keep your applicants qualified, interested and involved

**By Staff Sgt Marti Ribeiro
Air Force Recruiting Service**

They've gone through the Military Entrance Processing Station, they're qualified and they've sworn in. Now comes the real challenge — keeping them in the delayed entry program.

If recruiting wasn't already hard enough, as soon as an applicant has signed their contract, each recruiter begins a juggling act to make sure the applicant stays involved, interested in the Air Force and quali-

fied for service.

Some recruiters believe it's the up-front attitude and telling applicants the truth that will keep them in the DEP.

"Applicants should be completely aware of their commitment during the initial MEPS briefing — make sure they know they are joining the Air Force when they swear into the DEP," said Tech. Sgt. James Consejero, a 367th Recruiting Squadron recruiter.

Staff Sgt. Randall Green, another recruiter from the 367th RCS, also has the same opinion.

"I tell them how the Air Force is — the good, the bad and the ugly — no hidden truths," he said. "Either they take it or they don't."

Sergeant Green emphasizes that as long as the recruiter is honest and straightforward from the beginning, then DEP management problems will be less and the cancellation rate will be low.

According to both of these recruiters, telling the DEPper everything up front prevents them from canceling out later on.

Besides overcoming cancellations, recruiters have to try their

best to make sure each DEPper remains qualified for active duty.

There's not a lot a recruiter can do when it comes to keeping a DEPper qualified. If a DEPper has a medical issue or gets a traffic ticket, it's not because of what a recruiter did or didn't do. But, there are some things that a recruiter can emphasize to keep the applicant qualified.

Tech. Sgt. John Underwood, a 338th RCS enlisted accessions recruiter, uses his DEP commander's calls to have guest speakers from the local community talk to his applicants. At his last commander's call, he used a representative from a local bank to brief his DEPpers on sound financial management.

"I was able to emphasize that you need to keep your finances straight in order to stay qualified," Sergeant Underwood said.

Recruiters can also use their commander's calls to talk about staying in school, out of trouble and drug-free — other ways for DEPpers to keep themselves qualified.

If overcoming second thoughts and qualification wasn't enough, recruiters have to keep each individual DEPper interested in the Air Force and motivated to go to basic training.

According to Tech. Sgt. Scott Davis, a 338th RCS enlisted accessions recruiter, the best way to keep them interested is to keep them informed and involved. Sergeant Davis and his office partner mail out a letter to each DEPper at least two weeks before the next DEP commander's call so DEPpers

have time to fit it into their schedules. Besides commander's call dates, the letters also contain information about who's new to the program, DEPper responsibilities, check-in policies and information on how to remain qualified for active duty.

"We also brief each applicant of what they are required to do each month before they process for us," Sergeant Davis said. "That way they know up front that they will have to come in and see us twice each month."

Sergeant Green keeps his DEPpers involved in other activities besides commander's calls.

"We do things together, like attend concerts and sporting events, play paintball and go to the movies," Sergeant Green said. "I treat them as a family."

Another way to maintain your DEP is to get DEPpers involved in recruiting.

Master Sgt. Knute Headley, a flight chief with the 338th RCS,

said he used a DEP point system that another recruiter taught him. It was a monthly point system where DEPpers could earn five points for working in the office for one hour, five points for posting flyers in his zone, 10 points for phone check-in and 20 points for attending commander's calls. Sergeant Headley also gave them points if they delivered qualified leads.

He would tally their points at the end of the month and give away prizes for first, second and third place.

"I gave away things such as dinner for two, free oil changes, a tank of gas, movie tickets, CDs and amusement park tickets," Sergeant Headley said. "As long as I kept the prizes interesting, I got plenty of leads and my commander's calls had a very high attendance rate."

So while it may be a juggling act to make sure DEPpers don't cancel out and stay ready to ship, it's well worth the effort.

Ship insurance

Six tips to keep your DEP afloat

1. Hold monthly commander's calls
2. Require each DEPper to call or stop by the office at least once a week
3. Give away prizes for the most qualified leads DEPpers give you
4. Talk to DEPpers about any concerns he or she might have about basic training
5. Have DEPpers talk with airman on the recruiter assistance program — they'll listen better to their peers
6. Get them involved in the community as an Air Force DEPper — this will help them feel like they're part of something



**By Tech. Sgt. Daniel Elkins
Air Force Recruiting Service**

Across the country recruiters employ a variety of methods all geared toward generating leads, qualifying potential applicants and earning net reservations. All of these

techniques – whether straight from a recruiting handbook or sometimes borne of creative improvising – pay off monthly when recruiters often earn a brief respite from the stress of making goal before concentrating efforts on next month's goal.

For all of the energy that goes into making goal, training officials at Headquarters Air Force Recruiting Service suggest recruiters spend a proportional amount of time and effort managing the

resources they worked so hard to place in the delayed entry program.

“A strong DEP adds to a recruiter's success more than anything,” insists Master Sgt. Brad Elkjer. “Once recruiters have successfully put people in the DEP, their job is just beginning.”

Sergeant Elkjer, along with Master Sgt. Cal Robinson, serve as command standardization and training managers for AFRS and stress the importance of DEP management using a variety of tools and programs available to recruiters.

One of the newest tools under design by Sergeant Robinson is the U.S. Air Force Delayed Entry Program Guide to be presented

recruiters get ship day

to DEPPers. The guide brings together information on a variety of subjects to include staying qualified, DEP meetings, physical conditioning, preparing for BMT and pay.

“At one time, there was a handout that was given to DEPPers, but no process was in place for keeping that guide updated and flowing to the field,” said Sergeant Robinson, who has spent 15 years in recruiting. “Previous inspections found that while some recruiters used handbooks for managing their DEP, others didn’t have anything to serve as a guide. We saw a need for a standardized approach to provide information to the DEP.”

“Recruiters have three objectives in managing their DEP – perpetuation, motivation and keeping people qualified. This guide aids recruiters in meeting these three objectives by helping answer questions and preparing DEPPers for basic military training,” added Sergeant Elkjer.

They expect the guide to be available to the field by the end of January. It will be accessible through the training Internet site at www.rs.af.mil/rsot as well

as through the help menu on AFRISS.

In addition to the guide, a variety of tools and programs are also available to recruiters to help manage their DEP.

DEP commander’s call

Recruiters should require members of their DEP attend monthly meetings, or commander’s calls, which can serve multiple purposes. These meetings ensure DEPPers receive information critical to success at BMT and technical training; provide an opportunity to ask questions; allow recruiters to verify qualification; and serve as a forum for DEPPers to meet others entering the Air Force.

“These meetings are very important because recruiters need to have that face-to-face contact with their DEP,” Sergeant Robinson said. “It’s an excellent opportunity to bring people together to instill a greater sense of belonging.”

Sergeant Elkjer warns, however, that recruiters should make these meetings fun and informative so DEPPers do not view them as a waste of time. Monthly meetings offer an excellent opportunity for DEPPers to learn about the Air Force from airmen participating in the Recruiter Assistance Program.

Recruiter Assistance Program

One of the greatest benefits of having airmen return to their hometowns to perform RAP duty is that they are able to share their experiences with others. Among those at the top of that list should be members of the DEP. Sergeant Robinson said DEPPers place a greater degree of credibility in the information they receive from airmen home on RAP duty.

Recruiters should have RAPpers develop a brief summary on their basic and technical training experiences to share with DEPPers during monthly meetings. The summary can include what a typical day is like, what to expect, what they liked best, and what they wish they would have known before leaving for BMT.

“People love talking to airmen who have just returned from BMT and tech training to get some helpful hints,” Sergeant Elkjer said.

If members of the DEP do not have the chance to

learn about the Air Force from RAPpers, another option may be a base tour.

Base tours program

For recruiters who are located near Air Force installations, a base tour program offers DEPpers a chance to see and learn about the Air Force mission firsthand. The opportunity to see how airmen work and live allows DEPpers to see themselves in such a position.

“The key to a base tours program, like anything else, is planning,” Sergeant Robinson said. “While a base may be new to a DEPper, they can still tell the difference between a coordinated, professional tour and one that involves going to different shops and dorms and knocking on doors for an impromptu tour,” he said.

He recommends working through squadron public affairs NCOs to either set up the tour or gain points of contact to the installation wing public affairs office.

If there are limitations to the number of people that can attend a base tour, the recruiter could also possibly take photos of the trip to share with others in his DEP through a locally produced newsletter.

Locally produced newsletters

Another avenue for keeping DEPpers informed is through the use of locally produced newsletters. Both training managers said they used these when they were in the field and found them to be very valuable in keeping members of their DEP motivated. They believe the process of producing a local newsletter is used by many across the country and said they offer recruiters a chance to highlight new members of their DEP as well as recognize contributions.

Sergeant Robinson admits that in years past producing a local newsletter was time consuming, however, the availability of templates in today’s software packages offers a variety of formats from which to choose and saves time.

Locally produced newsletters may be used to identify DEPpers who earn awards from recruiters for their involvement. Squadron public affairs NCOs can help with newsletter ideas.

Awards program

Many recruiters have implemented an awards program for their DEP. Sergeant Elkjer said the program consists of assigning a system of point values to duties that are being performed by members of the DEP. Another method for keeping DEP members involved may include assigning them to positions such as flight leader and first sergeant.

Recruiters can then promote the awards program to the DEP and reward individuals monthly based on their participation in activities and points accumulated.

“It’s a great way to reward and recognize members of the DEP, although the cost for awards comes directly out of the recruiter’s pocket,” said Sergeant Elkjer.

The weeks and sometimes months recruiters invest in bringing young men and women into the DEP can pale in comparison to the several months these same people must wait before shipping to BMT. Keeping DEPpers motivated and qualified requires recruiters to rely on a variety of tools and programs available to them. That investment, nonetheless, requires management in order for it to grow, yielding a payoff that translates into success for recruiters.

DEP programs



Waiting is the hardest part

DEPpers speak on what keeps them interested

By Tech. Sgt. Daniel Elkins
Air Force Recruiting Service

Although patience is a virtue, it's a quality many young Americans are increasingly growing short-tempered over. The convenience of drive-through fast food restaurants, drive-up banking and on-line shopping has eliminated the tiresome wait many endure in developing this valuable characteristic.

Patience, nonetheless, is a feature critical to the success of recruiters who must manage a delayed entry program consisting primarily of teen-agers and young twenty-somethings who have spent most of their lives enjoying the conveniences of today's fast pace.

Because of the success Air Force Recruiting Service has enjoyed over the last two years, some young men and women making up a recruiter's DEP are being asked to wait nine to 12 months before coming on active duty. This wait presents a challenge for recruiters who must manage these individuals to ensure they remain interested in and motivated to join the Air Force.

Despite the wait, recruiters are finding that by keeping their DEPpers involved, future airmen remain dedicated to joining.

Among those is Adam Rendon, a 17-year-old San Antonio native recruited by Staff Sgt. James Watkins in August. Although he prefers to leave as soon as possible, Mr. Rendon has qualified and doesn't mind waiting for an administrative job to open.

"I've come to the conclusion that this is what I want to do, and I'm going to stick to it regardless of the wait," he said.

Mr. Rendon said he attends monthly DEP meetings and sees Sergeant Watkins about twice a month.

"The meetings are good since he spends time teaching us the insignia and telling us what to expect at basic training – not just show up, weigh in and leave," he said.

In the meantime, Sergeant Watkins keeps the 17-year-old and others in the DEP involved in various activities to keep them informed about the Air Force and inspired about joining. Mr. Rendon said he usually calls his recruiter to see if he needs any help since he's temporarily covering two offices.

For Lyndsey Brammann, an 18-year-old who entered the DEP in October, the highlight of her wait to come on active duty was a chance to meet and be administered the oath of enlistment by the Thunderbirds at Nellis Air Force Base, Nev.

"It was only a month after I decided to join that I was sworn in by the Thunderbirds and got to see everything at Nellis; it was really cool," said Miss Brammann.

She said there are several reasons for her decision to join the Air Force after being presented the benefits by Las Vegas recruiter Tech. Sgt. Kenyon Moe, but she likes most the opportunity to travel.

Having selected the intelligence career field, Miss Brammann must wait almost six months before leaving in March for basic military training. The wait, however, provides her the time she prefers to enjoy the holiday season at home, learn more about the service, and take a little extra time to prepare for the physical fitness requirements.

"The commander's call is good because there is usually somebody there who just got out of training and answers our questions," she said. "If I've got questions about processing or other important stuff, I rely on Sergeant Moe to answer them."

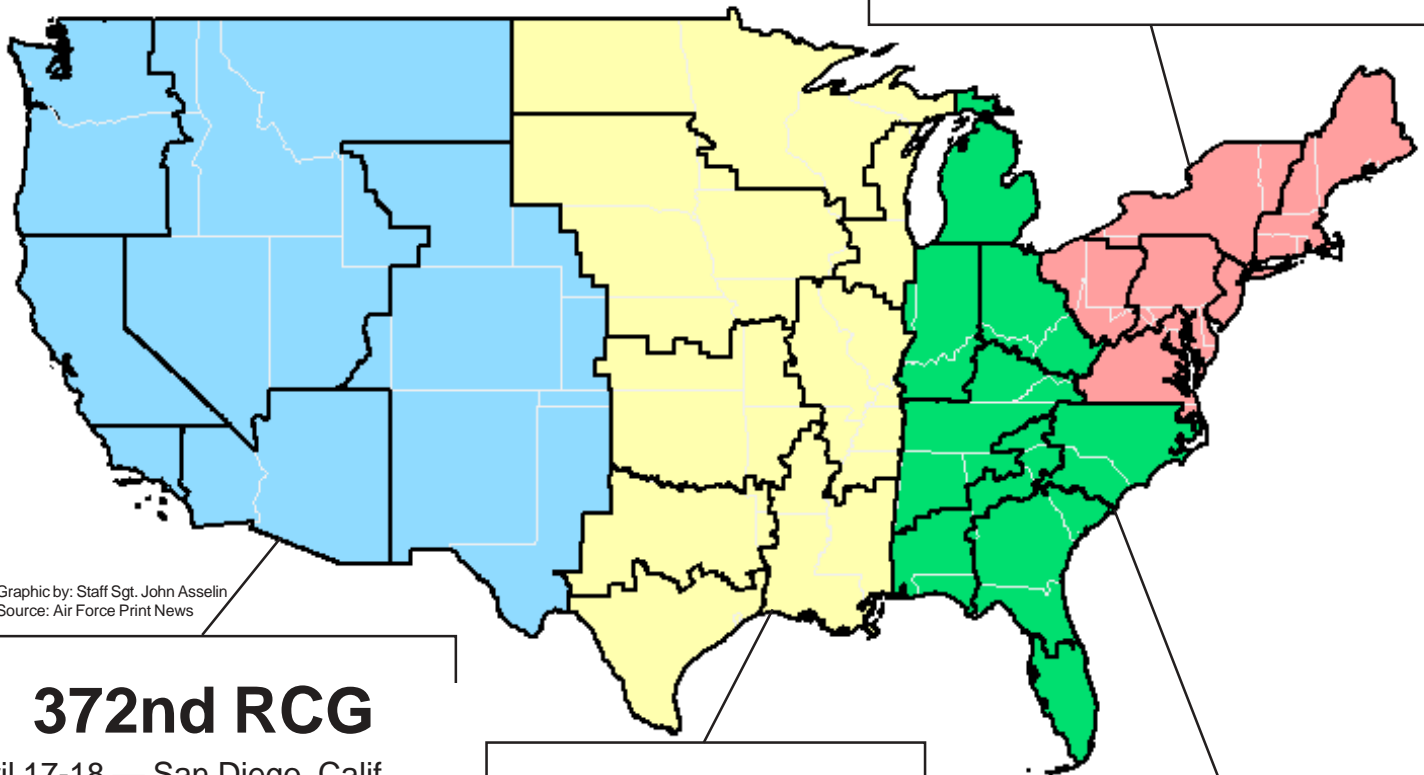
Take the Show on the Road

Thunderbirds announce 2004 air show schedule

The U.S. Air Force Air Demonstration Squadron is scheduled to perform at air shows across all four recruiting groups in 2004. The Thunderbirds will also perform shows at Pacific bases as well as one show in Canada. The full schedule is available at <http://www.airforce.com/thunderbirds/scheduleprintable.htm>. For more information, contact the Thunderbirds special events recruiter, Tech. Sgt. Gabe Quintana at (702) 652 4019.

360th RCG

May 1-2 — Millville, N.J.
May 15-16 — Dover AFB, Del.
May 23 — Langley AFB, Va.
June 19-20 — North Kingston ANGB, R.I.
July 10-11 — Binghamton, N.Y.
Aug. 14-15 — Westover ARB, Mass.



Graphic by: Staff Sgt. John Asselin
Source: Air Force Print News

372nd RCG

April 17-18 — San Diego, Calif.
April 24-25 — March ARB, Calif.
May 29-30 — Moffett Field, Calif.
June 12 — Hill AFB, Utah
June 13 — NAS Fallon, Nev.
July 21 — Cheyenne, Wyo.
July 24-25 — Fairchild AFB, Wash.
Oct. 9-10 — Redding, Calif.
Nov. 13-14 — Nellis AFB, Nev.

369th RCG

June 26-27 — Janesville, Wisc.
July 3-4 — Kansas City, Mo.
Aug. 21-22 — Offutt AFB, Neb.
Sept. 4 — Ellsworth AFB, S.D.
Oct. 16-17 — Houston, Texas
Oct. 23-24 — El Paso, Texas
Oct. 30-31 — Lafayette, La.

367th RCG

March 27-28 — Punta Gorda, Fla.
April 3-4 — Eglin AFB, Fla.
May 8-9 — Lake City, Fla.
May 22 — Charleston AFB, S.C.
June 5-6 — Maxwell AFB, Ala.
July 31-Aug. 1 — Greenfield, Ind.
Aug. 28-29 — Toledo, Ohio
Nov. 6 — Camden, S.C.
Nov. 7 — Seymour Johnson AFB, N.C.

Three's company Recruiter pulls hat trick with Missouri siblings

**By Staff Sgt. Joel Langton
345th Recruiting Squadron**

It's almost like the Brady Bunch in camouflage. Except it's the story of a future linguist, computer operator and avionics specialist.

Two sisters and one brother from Boonville, Mo., decided it was time to raise their right hand and enlist in the Air Force, thanks to Staff Sgt. Jonas Patterson, the trio's local recruiter and family friend.

Twenty-five-year-old Ricki Alleman; 21-year-old Christine Chase and 19-year-old Michael Chase are all entering active duty within a little more than a month of each other.

Another service was never a consideration for them. Their father, Ricki Chase, served for six years on active duty in the Air Force, and they had a deep-rooted pride in the junior service.

Recruiting them wasn't a huge hurdle either, Sergeant Patterson said.

"They already felt very positive about the Air Force and there were strong family ties as well," Sergeant Patterson said.

The trio agreed that there wasn't one member who led the

Photo by Staff Sgt. Joel Langton



Left to right: Siblings Ricki Alleman, Michael Chase and Christine Chase.

others in either.

"We joined together, more so in step with each other than one of us leading the others," Ricki said.

They may have joined with each other, but their initial sign-up came in an 18-month window.

Christina joined first. Eight months later Michael came in and then seven months later, Ricki completed the recruiting trifecta.

Their entering active duty was the exact opposite of their acces-

sion. Ricki left for basic military training Dec. 9, Michael Dec. 15 and Christina leaves Jan. 13.

For Sergeant Patterson, the high point didn't come until after the three were set to enter. "It was really neat when we did the DEP swear in at the University of Missouri and Texas A & M football game, and all three were on the field at the same time, swearing in," Sergeant Patterson said. "I thought to myself, how often does this happen."

AFRS announces logistics awards

The following people are recognized as winners of Air Force Recruiting Service's annual logistics awards:

Master Sgt. Charles D. Hall, 331st Recruiting Squadron, Chief Master Sgt. Eddie Speight Supply Superintendent of the Year,

Tech. Sgt. Jon R. Weinberg, 364th RCS, Senior Supply Technician of the Year, and

Senior Airman Terrence Snell, 338th RCS, Outstanding Supply Personnel of the Year.

AFRS members earn SNOCA awards

The following people are recognized as distinguished graduates from the Air Force Senior NCO Academy:

Senior Master Sgt. Patrick A. Brandell, 318th Recruiting Squadron, and

Senior Master Sgt. Timothy M. Little, 367th RCS.

Air Force re-ups with NASCAR

The U.S. Air Force has renewed its relationship with Wood Brothers Racing for the 2004 racing season, Air Force officials announced. The Air Force is an associate advertiser in the NASCAR Nextel Cup Series with the Wood Brothers' No. 21 Ford Taurus, driven by Ricky Rudd.

"I'm just real excited that the Air Force is coming back in 2004. It looks like it will be a really good year," said Mr. Rudd,

Red Cross manager asks donors to hold donations

WASHINGTON (AFPN)

— In August, the American Red Cross asked the public for donations of phone cards, clothing, small suitcases and comfort items for service-members recuperating at Walter Reed Army Medical Center in Washington, D.C.

Now Barbara Green, the ARC station manager, said she has more phone cards, sweat pants and luggage than she can use.

In fact, thanks to a generous public, so many items were donated that the Red Cross' storage room inside the hospital is filled to the brim, and Ms. Green is politely asking the public to hold off until further notice.

"We're not going to be able to give it all away," she said, adding that one Army unit sent an Air Force C-130 Hercules "full of stuff."

The initial request came because many servicemembers

evacuated to the center arrived with no personal effects, she said. Now, Ms. Green said, her concern is what to do with all the donated items. She said it is very important that she follows the donors' intent that the items go to the servicemembers, so what is now on hand will take care of their needs for the foreseeable future.

"We need to wait awhile, to at least give us a chance to use what we have before we take in any more items," she said. "We'll put the appeal out again when the time comes."

Ms. Green said that she appreciates the public's generosity, and that the servicemembers are "very thankful" for what the American public is doing.

"The (servicemembers) are very well aware of the caring of the American public, and they are very grateful," she said.

who is in his second year driving for Wood Brothers Racing. "I've been fortunate over the years to have a number of different sponsors who have supported me, but probably none as unique as the Air Force."

"NASCAR provides the Air Force an outstanding opportunity to reach potential recruits and their families, provides support to our recruiting effort and increases

awareness of the Air Force among the general public," said Lt. Col. Steve Murray, AFRS public affairs chief.

AFRS gets new IG

Lt. Col. David C. McCormick is the new AFRS Inspector General. As the IG, Colonel McCormick is authorized to conduct and direct investigations, appoint investigating officers and

other duties as Air Force instruction requires.

Colonel McCormick can be reached at (210) 652-6130/5992 or afrshqig@rs.af.mil.

Air Force announces name tag guidance

According to personnel officials, effective Jan. 1, the name tag must be worn on the wearer's right side of the service dress

jacket with the bottom of the name tag level with the bottom of the ribbons. It should be centered between the sleeve seam and the lapel.

If a duty badge is worn on the wearer's right side of the service dress jacket, men will center the badge a half-inch below the new name tag; women will center the badge a half-inch above the new name tag.

The name tag will also be worn on all pullover sweaters on the wearer's right side with the bottom of the name tag level centered between the middle of the sleeve seam and the seam of the neckline. It will not be worn on the cardigan sweater.

For more information Air Force members should contact the military personnel flight or commander's support staff.

Hoaxes affect government cards

by Staff Sgt. Melanie Streeter
Air Force Print News

WASHINGTON — A recent e-mail hoax targeted government purchasing cardholders in an attempt to gain vital account information.

The e-mail message linked users to a Web-based form, which fraudulently requested key information such as Social Security numbers, credit card account numbers and expiration dates.

"This is really uncommon," said Josephine Davis, Air Force banking officer. "What you see most frequently is some organization trying to pick up a slogan or relationship to (General Services Administration) because GSA administers the government purchasing contract."

Though there were only a couple of e-mail hoaxes this year, Davis said there are a variety of methods used to get government travel or purchasing card information.

"It's not because they're travel or purchasing cards, but because

they are credit cards," she said.

"Credit and charge card fraud costs cardholders and issuers hundreds of millions of dollars each year," according to the Federal Trade Commission's Web site.

Both Davis and the FTC offer ways to avoid becoming the next victim.

"Be cautious," Davis said. "In general, unless you have initiated the transaction, nobody has any need to know your account number or expiration date. Banks don't even need that information to be able to find customers in the system."

The FTC backs up that advice.

"Don't give out your account number over the phone unless you're making the call to a company you know is reputable," according to the Web site. "If you have questions about a company, check it out with your local consumer protection office or Better Business Bureau."

Any attempts to obtain government card information should

be reported, Davis said.

"If you receive a hoax e-mail or any other fraudulent requests, contact your agency program coordinator," Davis said.

If it is too late, and fraudulent charges appear on a credit card statement, there are still things cardholders can do to protect themselves, Davis said.

"Follow the standard information on the back of your credit card statement, and again, contact your agency program coordinator," Davis said.

While the cardholder is ultimately responsible for resolving the issue, the program coordinator can help work with the card company.

"By law, once you report the loss or theft, you have no further responsibility for unauthorized charges," according to the site. "In any event, your maximum liability under federal law is \$50 per card."

Problems aside, the government travel and purchasing card programs are still a good thing, Davis said.

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cover photo



Managing your DEP can be the most important part to making goal. A strong DEP means perpetuation and fewer cancellations.

November Top EA Recruiters

SSgt James Lucas	313	700%	TSgt Everette Costa	367	400%
SSgt Anthony Heim	318	600%	TSgt Kevin Moreau	314	400%
SSgt Terry Gardner	314	550%	SSgt Pete Tabury	319	400%
SSgt Scott Wold	368	400%	TSgt Rodney Hunter	336	400%
SSgt Jose Rodriguez	369	400%	TSgt Jim Miller	341	400%
SSgt Corey Brown	349	400%	TSgt Leslie Bramlett	345	400%
TSgt Walter Simons	364	400%	TSgt Christopher Greer	345	400%
			TSgt Steven Suiter	345	400%

November Top Flight Chiefs

MSgt Michael Williams	332A	211%	MSgt Colin Nichols	341E	179%
SMSgt Clay Stark	314A	200%	MSgt David Erbe	364G	170%
MSgt Carl Thomas	344D	191%	MSgt Viette Sanders	364A	169%
MSgt Robert Hall	318D	182%	MSgt Rodney McDaniel	345D	169%
			MSgt Rupert Brown	342F	167%

Operation Code Blue -- October-November

The following are individual standings for the Operation Code Blue competition for officer accessions recruiters:

SSgt Jess Fisher	337	80 pts
MSgt Gregory Stephan	337	66.6 pts
MSgt Jeanmark Couture	341	60 pts
SSgt Marcheria Parker	369	60 pts

Recruiter Spotlight

Photo by Staff Sgt. Carissa Lee



Staff Sgt. Steven Callahan

Job title: Enlisted accessions recruiter, 313th Recruiting Squadron

Office location: Vestal, N.Y.

Prior career field: Security forces

Hometown: Stillwater, N.Y.

Time in Air Force: Eight years

Time in AFRS: Two years, five months

Hobbies: Sports events and selling sports memorabilia

What inspires you to do what you do? My wife and two sons

What are your career goals? To retire as a chief master sergeant

What is the best advice you have ever received? If you aren't having fun, you're doing something wrong

Personal motto: Sometimes I do what I want, and the rest of the time I do what I have to

December Promotions

Lieutenant Colonel

Elizabeth A. Larino 360 RCG

Major

Craig D. McCuin 311 RCS

Master Sergeant

Ronald M. Watson 313 RCS
Michael E. Johnson 318 RCS
David J. Collins 319 RCS
Brian P. Cullan 319 RCS
Rodney T. Daily 336 RCS
Anthony P. McGary 338 RCS
Anthony A. Bullock 341 RCS
Russell E. Peal 347 RCS
Gary L. Springer 361 RCS
Ricky White 361 RCS
Lance D. Egan 361 RCS
David A. Erbe 364 RCS

Technical Sergeant

Dennis S. Hall HQAFRS
Lloyd A. Reiser Jr. 311 RCS
Robert Parker 332 RCS
John M. Rawlinson 337 RCS
Robert E. Workman 338 RCS
D'artagnan Witherspoon 338 RCS
Derek M. Stancle 339 RCS
Paul R. Johnson 342 RCS
David R. Shepherd 342 RCS
John H. V. McGahan 345 RCS
Carol D. Kurtzer 347 RCS
Jefferson A. Kohlin 348 RCS
Jason W. Overbaugh 349 RCS
Kevin W. Lockridge 349 RCS
Paul R. Williams 364 RCS
Christopher Holloway 368 RCS
Valentine Cameron 369 RCS

Staff Sergeant

Veronica Stowe 343 RCS

Photo by Staff Sgt. Carissa Lee



DEP swear in

Gen. John W. Handy swears in members of the delayed entry program from the 313th Recruiting Squadron at the Watkins Glen International racetrack in Watkins Glen, N.Y. General Handy is the commander of U.S. Transportation Command and Air Mobility Command.

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Recruiting Flashback

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Moments after a delayed entry program ceremony conducted by the 3518th Recruiting Squadron, new Air Force members proudly display their Air Force T-shirts.